

**WASHINGTON STATE  
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD  
MEETING NO. 108  
JANUARY 26, 2006**

**PERFORMANCE RESULTS ON THE STATE AND FEDERAL CORE INDICATORS:  
WORKFORCE INVESTMENT ACT TITLE I-B AND CARL PERKINS VOCATIONAL  
AND TECHNICAL EDUCATION**

This tab shows the fifth annual performance results on the core indicators for the Workforce Investment Act (WIA) Title I-B and the Carl Perkins Vocational and Technical Education Act, including the programs' most recent year's results, and compares the results against the performance targets adopted by the Workforce Training and Education Coordinating Board. The following table summarizes how the programs performed compared to the performance targets. A number above 100 percent indicates that the targets were exceeded.

**Table 1  
Performance Results as a Percent of Targets**

<b>Program</b>	<b>Results Compared to Performance Targets</b>		
	<b>Federal Core Indicators</b>	<b>State Core Indicators</b>	<b>State and Federal Core Indicators</b>
<b>Workforce Investment Act Title I-B</b>			
Adults	103.4%	99.1%	101.3%
Dislocated Workers	103.5	99.2	101.4
Youth	117.9	107.4	111.3
Customer Satisfaction	100.9	117.0	106.2
Overall	109.1%	103.1%	106.5%
<b>Carl Perkins Vocational Education Act</b>			
Secondary Voc Ed	99.9%	100.1%	99.9%
Postsecondary Voc Ed	105.7	99.2	103.7
Overall	102.8%	99.7%	101.8%

It appears that Washington State meets two of the three requirements of eligibility for federal Section 503 incentive funds for PY 2004—exceeding performance targets for WIA Title I-B and the Carl Perkins Vocational Education Act. Washington State must also exceed an average of 100 percent of the targets for the Adult Education and Family Leave Act in order to be eligible for an incentive award. Results for Adult Basic Education are not yet known, but are expected by March 2006.

**Board Action Requested:** None. For discussion purposes only.

# Performance Results for WIA I-B and the Carl Perkins Vocational and Technical Education Act

## Workforce Investment Act (WIA) Title I-B PY04 Program Results

Table 2 summarizes the performance results for WIA Title I-B for Program Year 2004. The date of program participation varies depending on the indicator. For most indicators, the results are based on participants who exited between April 1, 2003, and March 31, 2004.

**Table 2**  
**WIA Title I-B Performance Results**

	PY 2003	PY 2004	PY 2004	Percent
Federal Indicators	Performance	Target	Performance	of Target
Adult Entered Employment	78.8%	75.6%	80.8%	106.9%
Adult Employment Retention	85.5%	83.3%	86.8%	104.2%
Adult Earnings Gain	\$3,979	\$3,794	\$3,785	99.8%
Adult Employment and Credential	67.2%	69.3%	71.3%	102.8%
<b>Average Adult Performance</b>				<b>103.4%</b>
Dislocated Worker Entered Employment	82.3%	79.0%	85.9%	108.7%
Dislocated Worker Employment Retention	91.6%	91.0%	93.2%	102.4%
Dislocated Worker Earnings Replacement	84.3%	77.0%	76.0%	98.7%
Dislocated Worker Employment and Credential	69.3%	72.4%	75.6%	104.4%
<b>Average Dislocated Worker Performance</b>				<b>103.5%</b>
Older Youth Entered Employment	74.3%	70.8%	76.9%	108.7%
Older Youth Employment Retention	80.2%	79.7%	84.3%	105.8%
Older Youth Earnings Gain	\$2,854	\$3,212	\$3,492	108.7%
Older Youth Employment and Credential	56.6%	46.9%	65.8%	140.3%
Younger Youth Skills Gain	87.9%	75.0%	87.5%	116.6%
Younger Youth Diploma or Equivalent	61.8%	53.0%	66.6%	125.7%
Younger Youth Retention	67.8%	59.0%	70.6%	119.7%
<b>Average Youth Performance</b>				<b>117.9%</b>
Employer Satisfaction	68.1	69.0	69.6	100.8%
Participant Satisfaction	74.7	75.0	75.7	100.9%
<b>Average Satisfaction Performance</b>				<b>100.9%</b>
<b>Average Federal Indicator Performance</b>				<b>109.1%</b>

	PY 2003	PY 2004	PY 2004	Percent
State Performance Indicators	Performance	Target	Performance	of Target
Adult Credential Rate	63.9%	65.6%	63.2%	96.4%
Adult Employment Q3	75.0%	75.4%	76.8%	101.9%
Adult Annualized Earnings	\$18,480	\$18,489	\$18,154	98.2%
Adult Customer Satisfaction	90.4%	90.0%	90.1%	100.1%
<b>Average Adult Performance</b>				<b>99.1%</b>
Dislocated Worker Credential Rate	63.5%	70.7%	72.6%	102.7%
Dislocated Worker Employment Q3	81.4%	80.2%	84.5%	105.4%
Dislocated Worker Annualized Earnings	\$27,189	\$30,992	\$27,553	88.9%
Dislocated Worker Customer Satisfaction	89.1%	89.0%	89.0%	100.0%
<b>Average Dislocated Worker Performance</b>				<b>99.2%</b>
Youth Credential Rate	71.1%	69.0%	72.4%	105.0%
Youth Employment or Further Education Q3	75.8%	71.3%	79.1%	110.9%
Youth Annualized Earnings	\$9,762	\$8,807	\$9,910	112.5%
Youth Customer Satisfaction	94.8%	94.0%	95.3%	101.4%
<b>Average Youth Performance</b>				<b>107.4%</b>
<b>State Employer Satisfaction (2003 Survey)</b>	83.1%	71.0%	83.1%	<b>117.0%</b>
Updated Results From 2005 Survey		84.5%	83.5%	98.8%
<b>Average State Indicator Performance</b>				<b>103.1%</b>
<b>Average State and Federal Indicator Performance</b>				<b>106.5%</b>

## Economic and Demographic Changes

PY 2004 participants faced an improved economy over PY 2003. To take this into account, Workforce Training and Education Coordinating Board (Workforce Board) staff constructed mathematical regression models with economic and demographic variables. Regression models were used to measure the impact of changes in economic and demographic factors and to adjust performance targets when appropriate.

## Discussion of Results

Washington's WIA I-B program exceeded PY 2004 performance targets for adults, dislocated workers, youth, and customer satisfaction and achieved at least 80 percent of each individual target. Thirty-seven states exceeded PY 2004 performance targets for all populations, up from thirty-three in PY 2003 and twenty-five in PY 2002. Some of this improvement stemmed from the fact that average federal performance in PY 2004 for all jurisdictions increased by 3.3 percent over PY 2003 while average federal targets for all jurisdictions were an average of 1.5 percent lower.

It is not clear whether all thirty-seven states that exceeded WIA performance levels will meet Department of Labor (DOL) standards to qualify for incentive funds. Only 24 of the 33 states that exceeded WIA performance levels for PY 2003 were listed as having WIA performance that qualified for incentives. Nine states were excluded for defects such as having customer satisfaction survey samples smaller than the minimum required size.

DOL considers a performance measure to have failed if a state achieves less than 80 percent of its target. Washington State is one of 13 states that have not missed an individual target during the first five years of WIA operations.

### Local Workforce Development Area Results

Out of 12 workforce development areas, 11 exceeded an average of 100 percent of their targets on the federal and state core indicators. Table 3 shows the local workforce development area results. Local targets are adjusted for changes in local economic conditions and participant demographics using the same regression models used to adjust to statewide targets.

**Table 3**  
**WIA Title I-B PY 2004 Local Area Performance Results**

<b>Workforce Area</b>	<b>Average Adult</b>	<b>Average Dislocated</b>	<b>Average Youth</b>	<b>Federal Survey</b>	<b>Overall Average</b>
01 Olympic	96.7%	100.7%	112.6%	102.0%	105.2%
02 Pacific Mt	102.4%	101.6%	124.3%	97.4%	112.9%
03 Northwest	119.9%	103.3%	129.7%	106.0%	119.3%
04 Snohomish	133.5%	108.3%	116.7%	97.6%	119.0%
05 King	96.7%	100.3%	103.3%	98.5%	102.0%
06 Pierce	117.4%	103.1%	112.3%	101.7%	111.9%
07 Southwest	95.0%	101.1%	121.7%	100.1%	107.2%
08 North Central	106.8%	104.3%	105.4%	104.8%	106.0%
09 Tri County	103.0%	102.8%	114.2%	100.8%	109.1%
10 Eastern	106.6%	102.3%	110.3%	109.5%	107.7%
11 Benton Franklin	94.6%	98.0%	104.1%	99.2%	99.4%
12 Spokane	100.6%	104.4%	102.4%	96.8%	102.5%
<b>State Total</b>	<b>101.3%</b>	<b>101.4%</b>	<b>111.3%</b>	<b>100.9%</b>	<b>106.5%</b>

### State Incentive Allocations

The Governor, based on the recommendation of the Workforce Board, set aside a total of \$300,000 from WIA 10 percent funding for use as state incentive fund awards. The amount allocated to each Workforce Development Council (WDC) is based on WDC size (as measured by funding allocation) and relative performance among WDCs eligible to share in the awards. The WDCs may use the dollars for any function permissible under WIA Title I-B.

Based upon the Workforce Board's incentive policy for WIA Title I-B (adopted in December 2002), local areas that exceeded an average of 100 percent of their performance targets for one or more of the funding streams, or for participant satisfaction, are eligible to receive a share of this incentive money. Shaded areas of Table 3 show the WDCs eligible to share in the incentive money for each population.

### **Carl Perkins Vocational and Technical Education PY04 Performance Results**

The Workforce Board submitted Washington State's Consolidated Annual Report (CAR) on activities funded by the Carl Perkins Act on December 30, 2005. The CAR report includes accountability targets and results for both the secondary and postsecondary systems. The measures cover all career and technical education, not just the portion funded by Perkins.

Table 4 shows Washington State's performance on the Federal Carl Perkins measures and how the results compare to the performance targets. In order to be judged as exceeding performance targets, the Department of Education (DOE) calculates the difference (positive or negative) between the results and the targets for each measure. DOE sums the differences to judge overall performance. Washington's performance exceeded its targets. Secondary sector performance on federal measures exceeded targets by a fraction of a percent. Postsecondary performance exceeded targets by a wide margin.

**Table 4**  
**Perkins Results and Performance Targets on Federal Indicators**

	2004	2005	2005		Percent of
<b>Federal Secondary Measures</b>	<b>Results</b>	<b>Target</b>	<b>Result</b>	<b>Difference</b>	<b>Target</b>
1S1 Academic Attainment	91.53%	93.21%	93.13%	-0.08%	99.9%
1S2 Skill Attainment	91.53%	93.21%	93.13%	-0.08%	99.9%
2S1 Completion	91.53%	93.21%	93.13%	-0.08%	99.9%
2S2 Diploma	91.53%	93.21%	93.13%	-0.08%	99.9%
3S1 Total Placement	78.08%	72.08%	74.34%	2.26%	103.1%
4S1 Nontrad Participants	39.30%	37.78%	39.01%	1.23%	103.3%
4S2 Nontrad Completers	28.95%	31.55%	29.31%	-2.24%	92.9%
<b>Sum/Average of Federal Secondary Measures</b>				<b>0.93%</b>	<b>99.9%</b>
<b>Federal Postsecondary Measures</b>					
1P1 Academic Attainment	59.81%	58.50%	62.45%	3.95%	106.8%
1P2 Skill Attainment	59.81%	58.50%	62.45%	3.95%	106.8%
2P1 Completion	59.81%	58.50%	62.45%	3.95%	106.8%
3P1 Total Placement	74.65%	72.94%	75.50%	2.56%	103.5%
3P2 Retention	73.85%	72.23%	75.21%	2.98%	104.1%
4P1 Nontrad Participants	18.29%	19.29%	21.34%	2.05%	110.6%
4P2 Nontrad Completers	17.63%	18.63%	18.85%	0.22%	101.2%
<b>Sum/Average of Federal Postsecondary Measures</b>				<b>19.66%</b>	<b>105.7%</b>
<b>Sum/Average of Federal Measures Combined</b>				<b>20.59%</b>	<b>102.8%</b>

## Discussion of Results

Secondary graduation rates have begun to improve after declining for two consecutive years. Graduation rates have rebounded to 93.13 percent in 2005 from 91.53 percent in 2004 and 91.95 percent in 2003. Substantial improvements have been made in data collection at the secondary level. In 2004, we did not receive information on the 2002-2003 school year in time to meet the federal reporting deadline. This year's reporting was accomplished on time due to improved local reporting to the Office of Superintendent of Public Instruction.

Postsecondary academic and skill attainment rates have improved for three consecutive years, from 56.47 in 2003 to 59.81 percent in 2004 to 62.45 percent in 2005. This is the last year that we will express postsecondary academic and skill attainment in percentage form. Next year's targets and results will be expressed in numeric form with a target of 22,300 students receiving formal credentials. Placement, retention, and nontraditional participation and completion rates are also the highest in three years. The State Board for Community and Technical Colleges has required colleges that do not meet their nontraditional enrollment and completion targets to use a portion of their Perkins funds to augment their nontraditional programs.

## Performance on State Measures

Washington State has three additional indicators of vocational education performance: annualized earnings of completers who do not go on to further education; employer satisfaction with former students they have hired; and participant satisfaction. The first of these measures is calculated annually. The second two measures are based on biennial surveys.

Performance on these additional indicators has been close to target levels. Table 5 shows the results.

**Table 5**  
**Perkins Results and Targets on State Indicators**

		Result	Target	Result	Percent of
State Secondary Additional Indicators		2004	2005	2005	Target
5S1	Annualized Earnings	\$10,233	\$10,634	\$10,238	96.3%
5S2	Employer Satisfaction	81.6%	84.5%	87.4%	103.4%
5S3	Participant Satisfaction	95.7%	95.0%	95.7	100.7%
Average Performance State Secondary Measures					100.1%
State Postsecondary Additional Indicators					
5P1	Annualized Earnings	\$22,400	\$21,958	\$22,069	100.5%
5P2	Employer Satisfaction	91.1%	90.0%	91.2%	101.3%
5P3	Participant Satisfaction	87.2%	91.0%	87.2%	95.8%
Average Performance State Postsecondary Indicators					99.2%
Average Performance State Indicators					99.7%

Employer satisfaction is measured every two years in conjunction with our biennial employer needs and practices survey. Employer satisfaction is measured as the percent of employers “somewhat” or “very satisfied” with the skills of recent hires on a set of 11 dimensions that include occupation specific skills, basic educational skills such as reading writing, and math, and SCANS skills such as teamwork skills, positive work habits, and ability to accept supervision and to adapt to changes. Results shown in Table 5 are from the most recent survey, conducted during the fall of 2005.

Results for participant satisfaction are based on participant surveys conducted in 2003. New results for participant satisfaction will be available in March 2006.

### **Local Workforce Development Area Status**

Vocational education results have not yet been analyzed by workforce development area. Workforce Board staff plan to produce reports on enrollments and results by workforce area for distribution to local workforce boards.